U.S. Army Corps
of Engineers

METL & CAPABLE WORKFORCE MODEL

TULSA DISTRICT

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PURPOSE

Discuss status of Tulsa District's us

of Mission Essential Task List (MET

in Development of our Capable Wor

Model and Training Needs Assessm

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PRESENTATION OUTLINE

- District Mission & METL
- Example METL (PPMD)
- Training Needs / QTQB
- Evolution to Capable Workforce Mo

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SWT MISSION

- Operate and maintain CW projects in t
Arkansas and Red River Watersheds.
- Plan, design, and construct projects in
support of CW, MILCON, SFO and
environmental restoration programs.
- Support national emergency and disas
response operations and provide field f
engineering support to the Army.

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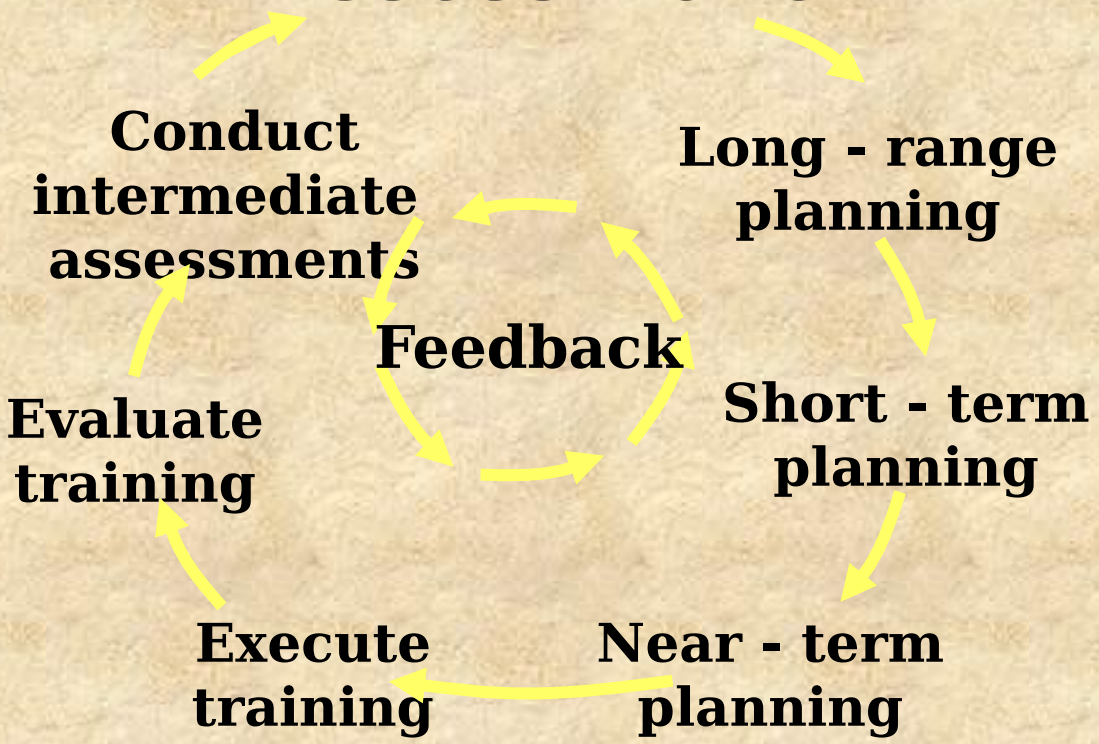
Source: FM 25-101

Mission

METL

Training Assessment



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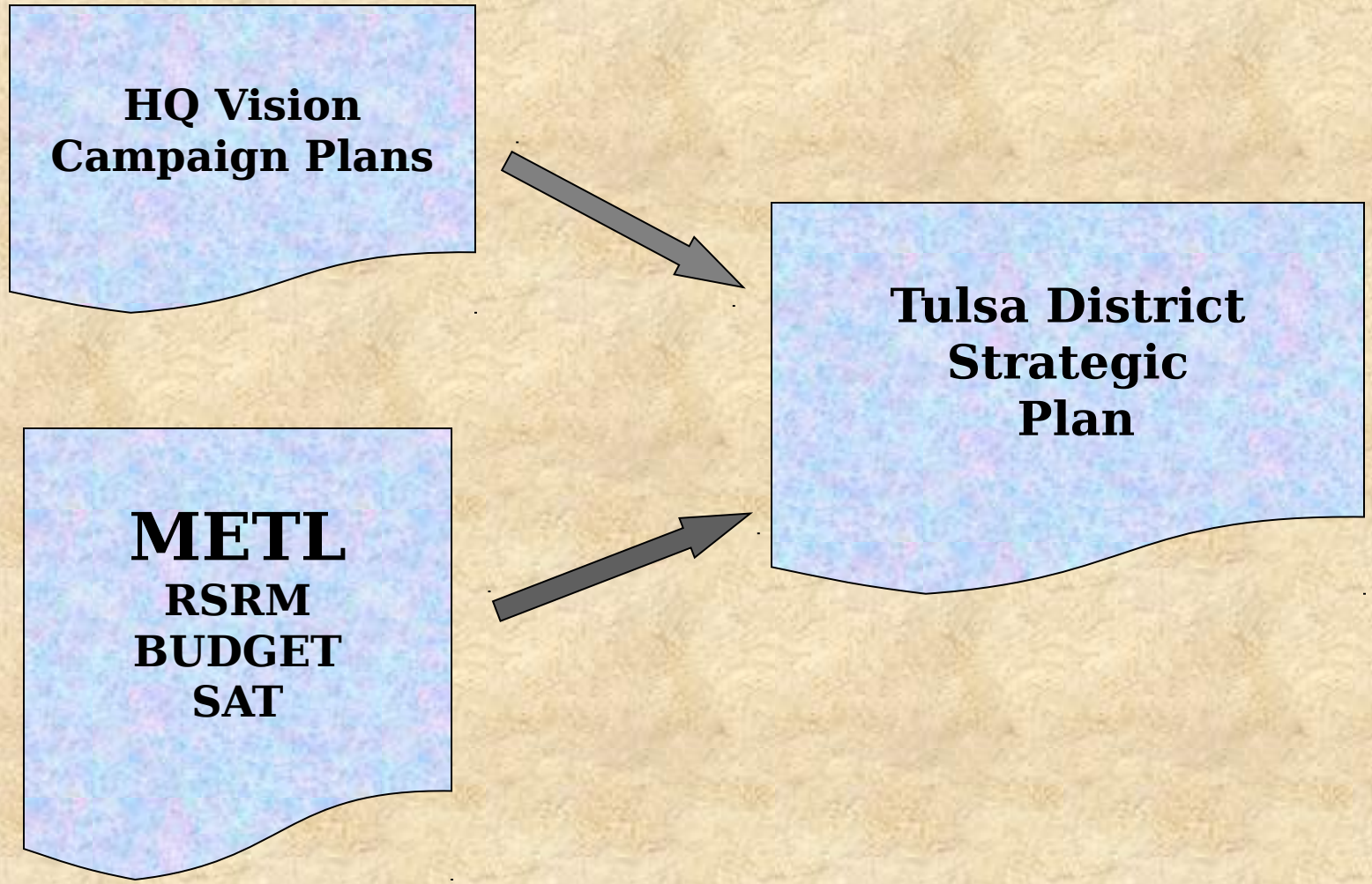
STRATEGIC PLANNING PROCESS



Mission Essential Task List

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METL
RSRM
BUDGET
SAT

- **Operate and maintain multiple-purpose civil works projects for flood control, hydropower, navigation, water supply, recreation, environmental, and real estate functions.**
- **Provide military construction, environmental restoration, and real estate support to military installations.**
- **Plan, engineer, design and construct projects in support of civil works or Support for Others programs.**

Mission Essential Task List

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METL
RSRM
BUDGET
SAT

- **Provide hazardous, toxic, radiological waste design capabilities to an engineer division.**
- **Plan, manage, and man emergency and disaster response and recovery operations with emphasis on floods and tornado disaster relief operations.**
- **Regulate discharging of dredged or fill material in waters, to include wetlands, and any work in navigable waters. Manage flood plains to reduce flood and storm damage.**

Mission Essential Task List

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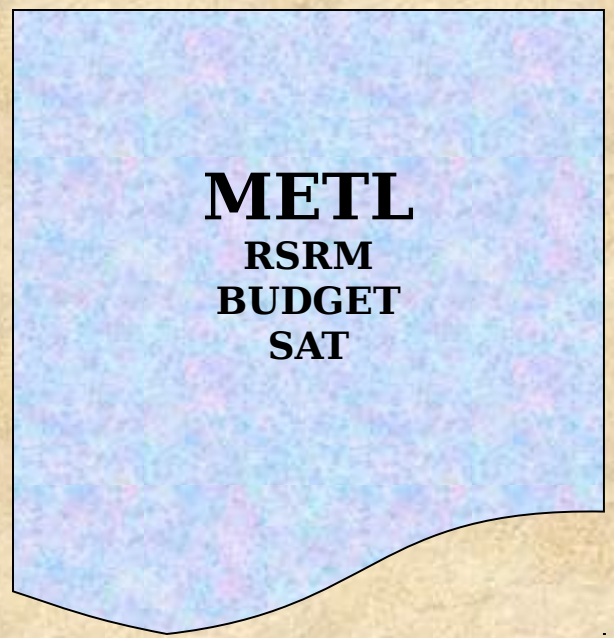

- **Provide Field Force Engineering to Support Army**

Task Crosswalk Overview

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Mission Essential Task List (District Level)

Mission Essential Task List (Divisions w/Branches)

Collective Task List (Branch, Section, Office Level)

Individual Task List (Job Description, IDP, etc.)

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METL Ratings Definition

T Trained and capable. Divisions/offices can perform their supporting tasks proficiently without much supervision or augmentation because they have at least 90% of required resources, to include trained personnel and leaders.

P Partially trained or resourced. Division/offices can perform their supporting tasks proficiently, but with difficulty without some augmentation because they only have 75% to 90% of required resources, to include trained personnel and leaders.

U Untrained or under resourced. Division/offices can not perform their supporting tasks ~~without significant augmentation because they have less than 75% of required~~ resources, to include trained personnel and leaders.

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Example METL Status (PPMD)

- Serve as Primary POC with Customer **T**
- Manage Resources **P**
- Lead Project Teams **T**
- Manage Projects **P**
- Support Emergency Response Efforts **P**
- Manage Programs **P**
- Manage Special Projects/Administration **T**

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Example – PPMD Branch Level Training Status

Serve as Primary POC with Customer

- Meet with customers to develop scope of Project **T**
- Determine customer expectations **T**
- Resolve conflicts and concerns **P**

Manage Resources

- PMs manage resources for project **P**
- Provide program information to RMO and SWD PPMD **P**
- Maintain AIS database **P**
- Manage administration and budget resources **P**
- Support PPDS database **P**

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PPMD Individual Training Status

Skill	No. of Employees	Percentage (T)	Status
Leadership, Organizational Mgmt	3	100%	T
Personnel Administration	1	100%	T
Management and Supervision	2	100%	T
Administration	3	100%	T
Customer Care	31	75%	P
Media	27	0%	U
Conflict Management	31	50%	U
Outreach	27	80%	P
Program Management	27	25%	U

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PPMD Individual Training Status

Skill	No. of Employees	Percentage (T)	Status
Community Relations	27	0%	U
Communication	31	75%	P
AIS	27	90%	T
Financial Management	31	30%	U
Organizational Skills	31	90%	T
Team Building	31	90%	T
Project Scheduling	27	50%	U
Project Management	27	95%	T
Basic Contracting	27	25%	U
Environmental Laws and Regs	27	25%	U

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QUARTERLY BRIEFING

PURPOSE

- Determine our Ability to Perform our Mission
- Outline Challenges or Issues that will Impact our Performance within the Next

  Six Months and Beyond

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PPMD METL STATUS

	Previous	Current
1. Serve as Primary POC with Customer	T	T
2. Manage Resources	P	U *
3. Lead Project Teams	T	T
4. Manage Projects	T	T
5. Support Emergency Response Efforts	P	P
6. Manage Programs	T	T
7. Manage Special Projects/Administration	T	T

Trained – T, Partial Training – P, Untrained – U

Trained – T, Partial Training – P, Untrained – U

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Right Size, Right Mix Steps

1. Determine District Mission Essential Task List
   (METL = Deliverables)

2. Walk District METL through Division/Office METL
   and Branch/Field Office Supporting Tasks

3. Validate/Determine Essential Individual Tasks

4. Validate/Determine Skill Set to do METL

5. Determine Ideal Organization for 3-5 year

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CAPABLE WORKFORCE MODEL

- Replacing RSRM with Capable Workforce
- Review at Quarterly Briefings
- Develop Training Plan
- Challenges of the Capable Workforce Model

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TULSA DISTRICT

?? QUESTIONS ??